



ALASKA NATIVE TRIBAL HEALTH CONSORTIUM

Office of Human Resources

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Anchorage, Alaska 99508

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REGISTERED NURSE	
Approved Date: October 17, 2007	ICPA Level: 1
Job Code: 50212	FLSA : Non-Exempt

JOB SUMMARY: Provides professional nursing services to accomplish the individual patient plan of care; independently and consistently using the nursing process to safely, therapeutically, and efficiently care for a full assignment of patients with subtle and sometimes unidentified needs. Supports the operations of the Alaska Native Medical Center and programs.

ESSENTIAL FUNCTIONS

The functions of the Registered Nurse are to independently and consistently use nursing knowledge, collect patient health data, analyze the data to determine diagnoses, identify expected outcomes individualized to the patient, develop a plan of care that prescribes interventions to attain the expected outcomes, implement the interventions identified in the plan of care, and evaluate the patient's progress toward attainment of the outcomes, working collaboratively with the healthcare team.

*The following duties are intended to provide a representative summary of the major duties and responsibilities and **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

REPRESENTATIVE DUTIES

The Registered Nurse (RN) is active in the systematic evaluation of the quality and effectiveness of nursing practice. The Registered Nurse:

- Evaluates one's own nursing practice in relation to professional practice standards and relevant statutes and regulations, identifying short and long term professional goals.
- Utilizes the ANA Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as the foundation for nursing practice.
- Interacts with and contributes to the professional development of peers and others practicing in a Shared Governance model of nursing practice.
- Makes decisions and takes actions on behalf of patients are determined in an ethical manner, and care is delivered in a nonjudgmental and nondiscriminatory manner that is sensitive to patient diversity preserving patient autonomy, dignity, and rights.
- Collaborates with the patient, family, and other health care providers in the formation of overall goals and the plan of care, as well as in decisions related to care and the delivery of services.
- Considers factors related to safety, effectiveness, evidence based-practice, and cost in planning & delivering patient care, and assists the patient and family in identifying and securing appropriate and available services to address health-related needs.
- Delivers timely and effective nursing care according to established standards including physical, social and emotional care.
- Performs nursing assessments, interventions, and evaluations.
- Directs the day to day activities of LPNs, NAs and PSAs.

Performs other duties as assigned or required.

KNOWLEDGE and SKILLS

- Knowledge of nursing science, principles, techniques, and procedures for the care of patients.
- Knowledge of healthcare terminology, anatomy, physiology and concepts of disease.
- Knowledge and ability to utilize evidence based practice to develop the plan of care and interventions.
- Knowledge of the hospital environment and how the services and functions interact.
- Knowledge of Alaskan culture.
- Knowledge of nursing theorists and ability to provide theory based care for patients.
- Knowledge of shared governance environment with shared-decision making.
- Skill in critical thinking to provide effective and compassionate nursing care, assessing patient situations and taking effective courses of action.
- Skill in providing cardiopulmonary resuscitation.
- Skill in providing effective nursing services, assessing patient situations and taking effective courses of action.
- Skill in assessing and prioritizing multiple requests by patients, families, and team members.
- Skill in evaluating health problems, and making recommendations based on observations.
- Skill in operating a personal computer utilizing a variety of software applications.

MINIMUM EDUCATION QUALIFICATION

A Bachelor's Degree in Nursing. Progressively responsible professional nursing experience may be substituted on a year-for-year basis for college education beyond an Associate's Degree. Must have participated in 30 hours every 2 years continuing education in nursing in general, 16 of which are in the specific area of practice.

MINIMUM QUALIFICATIONS

Specific experience may be required for each work area.

MINIMUM CERTIFICATION QUALIFICATION

Current registered nurse license in the State of Alaska. Current BLS card. Current ACLS, PALS, NRP, TNCC, etc card as required for specific work area. Must be licensed as a RN by the State of Alaska and remain active with all annual licensing requirements.

ADDITIONAL MINIMUM REQUIREMENTS

Work involves the potential for exposure to infectious diseases. ANMC is not a latex free environment therefore some latex exposure can be expected. Some non-standard work hours are required. All nurses hired as new graduates are hired as a RN I. A basic competency requirement for continued employment at ANTHC is the advancement on the ANTHC Clinical Ladder from an RN I to an RN II; this must be accomplished within 18 months of hire. All other RNs will be hired as a RN II.

PREFERRED CERTIFICATION QUALIFICATION

National certification is preferred.

MINIMUM PHYSICAL REQUIREMENTS:

☒ Standing

☒ Repetitive movements

☒ Sitting

☒ Bending/squatting

☒ Walking

Weight lifting:

☒ up to 50 lbs

AGE SPECIFIC REQUIREMENTS:

Provides care to the following age groups: All

REQUIREMENTS FOR RN II	CORPS OFFICERS REQUIREMENTS FOR A BILLET OF 0-3: 03CC061
<ul style="list-style-type: none"> • Current RN License <i>Achieves 3 of the following 7 elements as outlined in the ANTHC Nursing Clinical Ladder Advancement Process:</i> • 15 contact hours/year • Unit-Based team participation • Assists with activities related to Evidence-based practice/Nursing Research • Membership in professional organization • Preceptor (course attendance OR precepting) • Charge Nurse/Team Leader (course attendance OR active as charge nurse with peer support) • Demonstrates advanced knowledge in specialty by providing one staff member with additional knowledge and/or skills 	<ul style="list-style-type: none"> • Bachelor's Degree in Nursing • One (1) year professional nursing experience <i>Achieves 3 of the following 7 elements as outlined below::</i> • 15 contact hours/year • Unit-Based team participation • Assists with activities related to Evidence-based practice/Nursing Research • Membership in professional organization • Preceptor (course attendance OR precepting) • Demonstrates advanced knowledge in specialty by providing one staff member with additional knowledge and/or skills
Commissioned Corps positions available contingent upon alignment with HR Instr. 114-I at RN II / O-3 level: <div style="text-align: center;">RN with 1-3 years experience Case Manager with 1-3 years experience</div>	
REQUIREMENTS FOR RN III	CORPS OFFICERS REQUIREMENTS FOR A BILLET OF 0-4: 03CC062
<ul style="list-style-type: none"> • Bachelor's Degree in Nursing OR National Certification in specialty area of practice • Three (3) years of professional nursing experience • Provides formal education to ANMC nursing staff <i>Achieves 4 of the following 7 elements as outlined in the ANTHC Nursing Clinical Ladder Advancement Process:</i> • 30 contact hours/year • Hospital wide team participation • Content expert with activities related to Evidence-based practice/Nursing Research • Actively participates in professional organization • Actively involved in preceptor development activities • Charge Nurse/Team Leader (course attendance AND active as charge nurse with peer support) • Demonstrates advanced knowledge in specialty by providing 2 staff members, outside immediate work area with additional knowledge and/or skills 	<ul style="list-style-type: none"> • Bachelor's Degree in Nursing • Three (3) years of professional nursing experience • Provides formal education to ANMC nursing staff <i>Achieves 4 of the following 7 elements as outlined below:</i> • 30 contact hours/year • Hospital wide team participation • Content expert with activities related to Evidence-based practice/Nursing Research • Actively participates in professional organization • Actively involved in preceptor development activities • Charge Nurse/Team Leader (course attendance AND active as charge nurse with peer support) • Demonstrates advanced knowledge in specialty by providing 2 staff members, outside immediate work area with additional knowledge and/or skills
Commissioned Corps positions available contingent upon alignment with HR Instr. 114-I at RN III / O-4 level: <div style="text-align: center;">Case Manager* Discharge Care Coordinator* Immunization Nurse Specialist* Infection Control Officer* Research Nurse* Research Nurse - Epidemiology* Resource Nurse Specialist* Evidence Based Practice Nurse* Quality Review Nurse* Trauma Clinical Nurse* Utilization Review Nurse*</div> <p><i>*All positions require more than 3 years professional experience (Commissioned Corps counts BS as 4 years).</i></p>	
REQUIREMENTS FOR RN IV	CORPS OFFICERS ADDITIONALLY WILL HAVE FOR A BILLET OF 0-5: Billet Number 03CC065
<ul style="list-style-type: none"> • Bachelor's/Master's Degree in Nursing OR National Certification in speciality area of practice • Five (5) years of professional nursing experience • Provides formal education to healthcare providers 	<ul style="list-style-type: none"> • Bachelor's Degree in Nursing; MS preferred • National certification in specialty area of practice • Seven (7) years of professional nursing experience • Provides formal education to healthcare providers

<p>outside of ANMC Achieves 5 of the following 7 elements as outlined in the ANTHC Nursing Clinical Ladder Advancement Process:</p> <ul style="list-style-type: none"> • 40 contact hours/year • Actively involved in hospital wide committee or council • Project director or major participant in activities related to Evidence-based practice/Nursing Research • Leadership role in community organization that has activities related to healthcare • Preceptor (teaches course to statewide audience or participates in curriculum development) • Charge Nurse/Team Leader (actively participates in charge nurse development activities and assumes responsibilities of charge nurse with peer support) • Demonstrates advanced knowledge in specialty by providing 2 staff member, outside of the ASU, with additional knowledge and/or skills 	<p>outside of ANMC Achieves 5 of the following 7 elements as outlined below:</p> <ul style="list-style-type: none"> • 40 contact hours/year • Actively involved in hospital wide committee or council • Project director or major participant in activities related to Evidence-based practice/Nursing Research • Leadership role in community organization that has activities related to healthcare • Preceptor (teaches course to statewide audience or participates in curriculum development) • Charge Nurse/Team Leader (actively participates in charge nurse development activities and assumes responsibilities of charge nurse with peer support) • Demonstrates advanced knowledge in specialty by providing 2 staff member, outside of the ASU, with additional knowledge and/or skills
<p>Commissioned Corps positions available contingent upon alignment with HR Instr. 114-I at RN IV / O-5 level:</p> <p style="text-align: center;"> Charge/Team Leader/Council Chair* Nurse Educator* Trauma Nurse Educator* Lead Case Manager* Clinical Nurse Manager* House Supervisor (Nursing)* Infection Control Manager* Nursing Supervisor* Pediatric Nurse Program Manager* Research Nurse Supervisor* Utilization Review Manager* </p> <p>*All positions require more than 7 years professional experience (Commissioned Corps counts BS as 4 years).</p>	

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

Signature below acknowledges that I have received a copy of my job description and my supervisor has discussed it with me.

Employee Signature

Date

Supervisor Signature

Date